
Job Training That Works

**Initial Earnings and Employment Findings from
P/PV's Sectoral Employment Impact Study**

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The Study

- ❖ 3 organizations selected from nominations from leaders in the workforce development field.
- ❖ Served over 100 people annually, had strong reputations, placed people above \$8 an hour.
- ❖ Organizations recruited double the participants who were randomly assigned to either to participate in the program or to the control group.
- ❖ Follow-up interview period began 24 months after baseline and could occur up to 30 months.

1. A **membership organization** that brings together business, organized labor and workers to identify and meet industry needs.
2. An **industry coordinator leads a committee of employers and union representatives** to identify needs among member businesses. Classes are run based on commitments among employers of hiring needs.
3. Sector Focus: **Healthcare, construction and manufacturing** sectors; added training in truck driving and hazardous-material handling.
4. **Short-term technical (40-160 hours) training**, including an “essential skills” component focused on operating within the work/industry culture.
5. Technical training offered through **a range of service providers**, including member company employees who worked as trainers, community college instructors and industry experts.
6. Student supports and remedial education offered through **a network of public and community-based agencies**.
7. A combination of public funding, such as **WIA training vouchers, welfare-to-work** and workforce attachment and advancement resources.



1. *A **community based nonprofit** that offers pre-employment training, incumbent worker training, ESL, literacy programming and micro-enterprise development; and operates a local One-Stop.*
2. *Target industries are **involved through employer advisory committees** and by building individual relationships with local businesses. An employer account management system is in place to identify and address employer needs and to cultivate and strengthen ties with employers.*
3. *Sector Focus: Medical, accounting.*
4. *A **21- to 25-week training program** that includes **core classes** in computer software, **specialized training** in medical or basic office skills or accounting, a **four- to six-week internship**, and job readiness and soft skills training. Staff provide case management services to address attendance, behavioral issues or challenges at home.*
5. *Students access instruction in basic skills or ESL if needed. Legal matters, childcare needs and transportation difficulties are handled through partnerships with other agencies and organizations.*

1. *A **nonprofit social venture** that operates both a computer refurbishing business and a training program.*
2. *Corporations, businesses and individuals bring their old computers and **trainees refurbish the salvageable computers** while preparing “end-of-life” computers for environmentally safe disposal. The business side helps staff foster close relationships with employers.*
3. ***15-week, 500-hour computer technician training program**, with “hands on” instruction and problem-solving and opportunity to work as part-time interns. Participants eligible to take the A+ exam.*
4. *An array of support services such as **mentoring, counseling, employability workshops, assistance** with work attire and job placement services were also available to participants through external organizations.*
5. *Funding for training came from private foundations, training reimbursements from other nonprofits and training vouchers.*

Common Elements

- ❖ Sector focus: A continuum of strategies designed to engage an industry or a small set of industries.
- ❖ Concern for candidates' career match: Recruitment, screening and intake processes aimed at making appropriate career matches.
- ❖ Integrated skills training: Technical job-specific training, job-readiness workshops, and support to strengthen basic English and math skills.
- ❖ Individualized services to support training completion and success on the job: Social supports, such as childcare, transportation, housing and financial assistance as well as job-specific assistance.
- ❖ Flexibility to adjust to a changing environment: Close connection to industry allowing for shifts in occupational/industry focus; ability to alter mix of services to respond to changes in partner agencies or available funding.

Characteristics of Study Participants

- ❖ 81% were either African American or Latino
- ❖ 47% male and 53% female
- ❖ Age
 - ❖ 18 to 24 – 28%
 - ❖ 25 to 54 – 70%
 - ❖ 55 and over – 2%
- ❖ 37% ever on welfare
- ❖ Education
 - ❖ More than high school diploma – 18%
 - ❖ High school diploma – 53%
 - ❖ GED or high school equivalency – 22%
 - ❖ Less than high school – 7%
- ❖ Worked an average of 6.8 months in the year prior

The Analysis

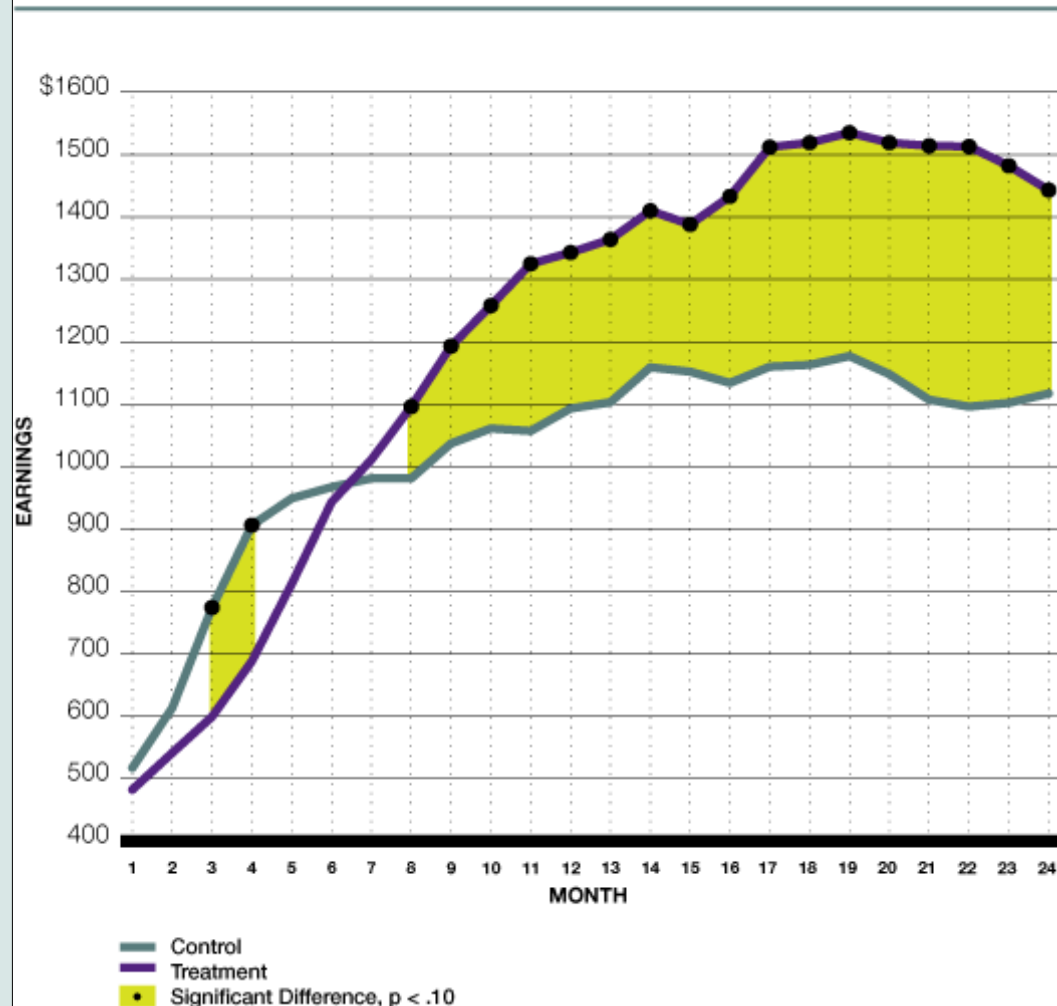
- ❖ 1,014 respondents in the follow-up sample
- ❖ 79% response rate
- ❖ Regression analysis was performed on all outcomes controlling for baseline characteristics
- ❖ All outcomes analyzed over the entire 24 month follow-up period, in the second year of follow-up, and in each of the 24 months

Earnings

- ❖ Program participants saw significant earnings gains, about \$4,500, when compared with controls over the entire follow-up period.
- ❖ Earnings gains were particularly strong during the second year, about \$4,000.
- ❖ Impacts began around the eighth month and continued throughout the follow-up period.

Earnings

Figure 1: Total Earnings by Month

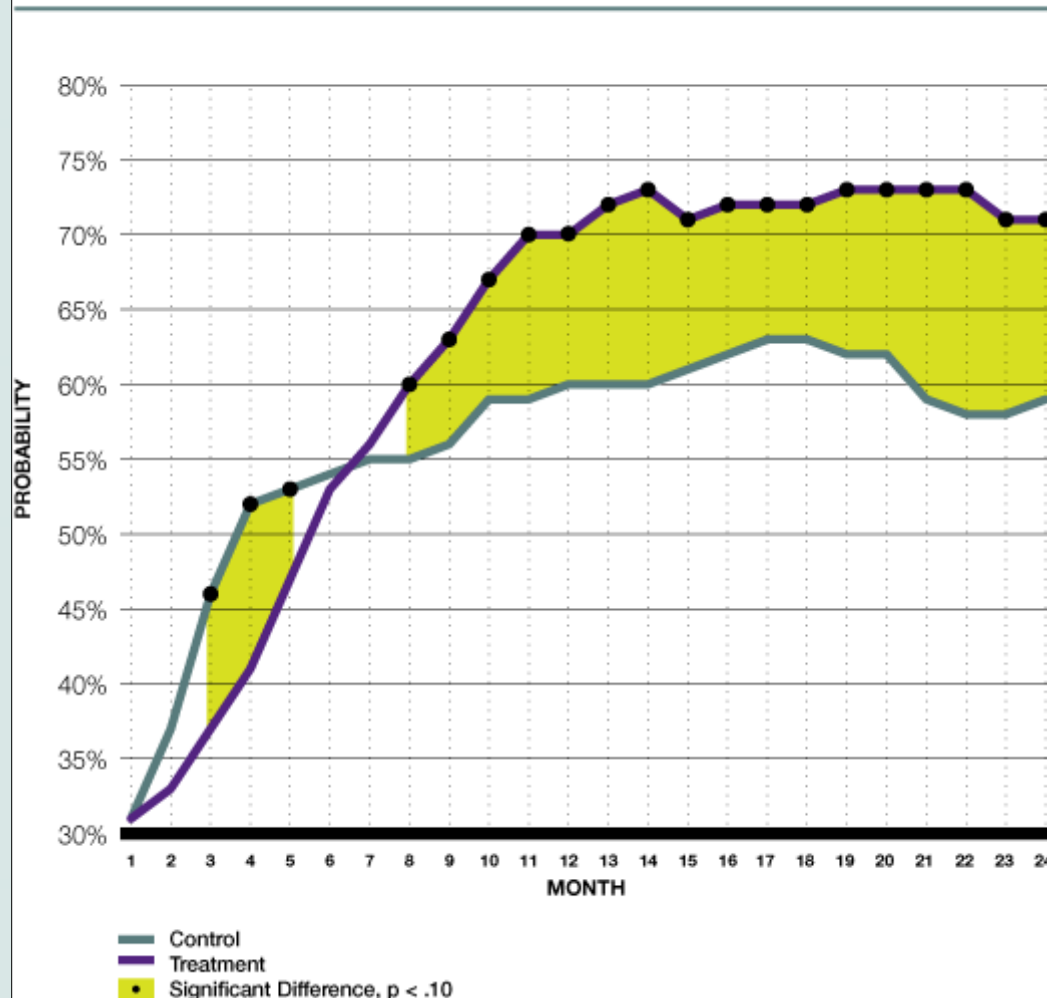


Employment

- ❖ Program participants were more likely to work and worked more consistently than controls.
- ❖ Over the 24-month follow-up period, program participants worked about 1.5 months more than controls.
- ❖ By Year 2, employment rates for program participants averaged about 70%, versus 60% for controls.

Employment

Figure 2: Probability of Employment by Month

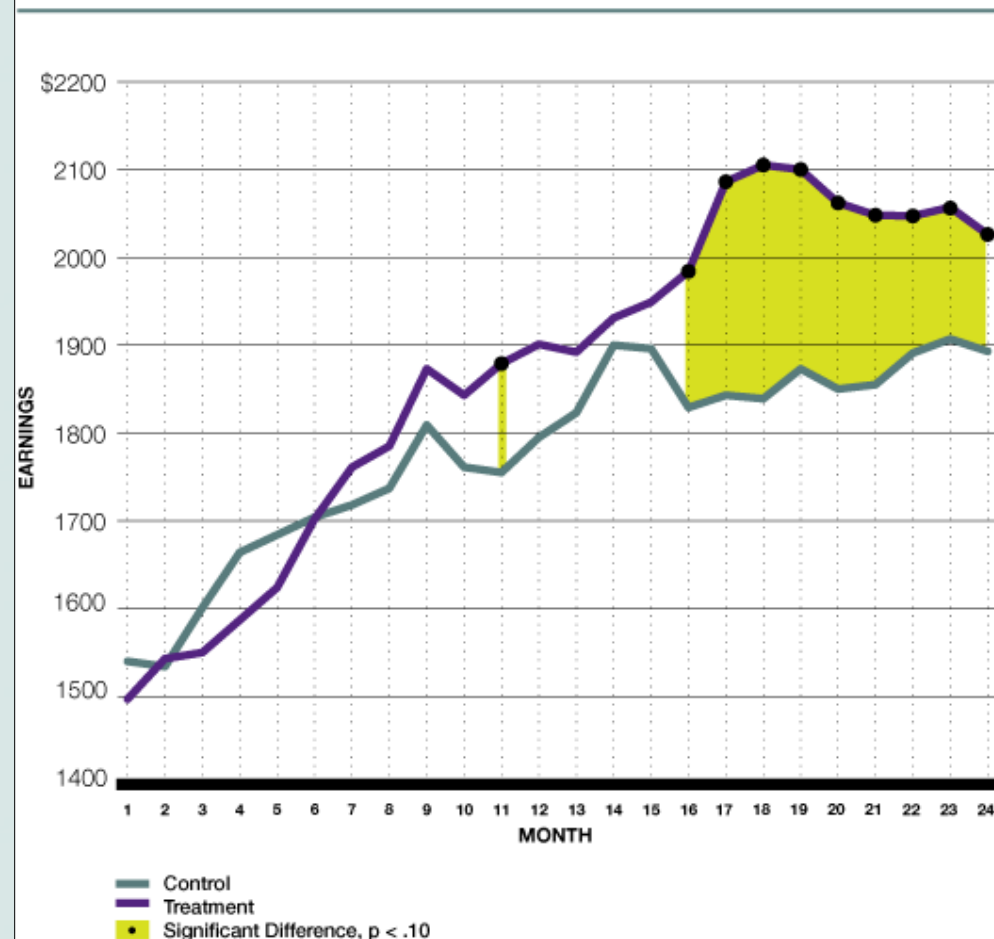


Earnings for Those Employed

- ❖ Employment alone does not explain the difference in earnings between treatments and controls.
- ❖ Employed program participants earned about \$3,300 more than employed controls.
- ❖ All of these earnings gains occurred in Year 2.

Earnings for Those Employed

Figure 3: Earnings by Month for Employed Treatments and Controls



Hours, Wages and Benefits

- ❖ Employed program participants worked about 200 more hours than employed controls during Year 2.
- ❖ Employed program participants earned about 79 cents an hour more than employed controls in their most recent job.
- ❖ Program participants were significantly more likely than controls to work in jobs that offered benefits; participants spent an average of 11 months in these jobs—about 1.5 months longer than controls.

Hours, Wages and Benefits

Figure 4: Hourly Wage in Primary Job by Month for Employed Treatments and Controls



Further Findings

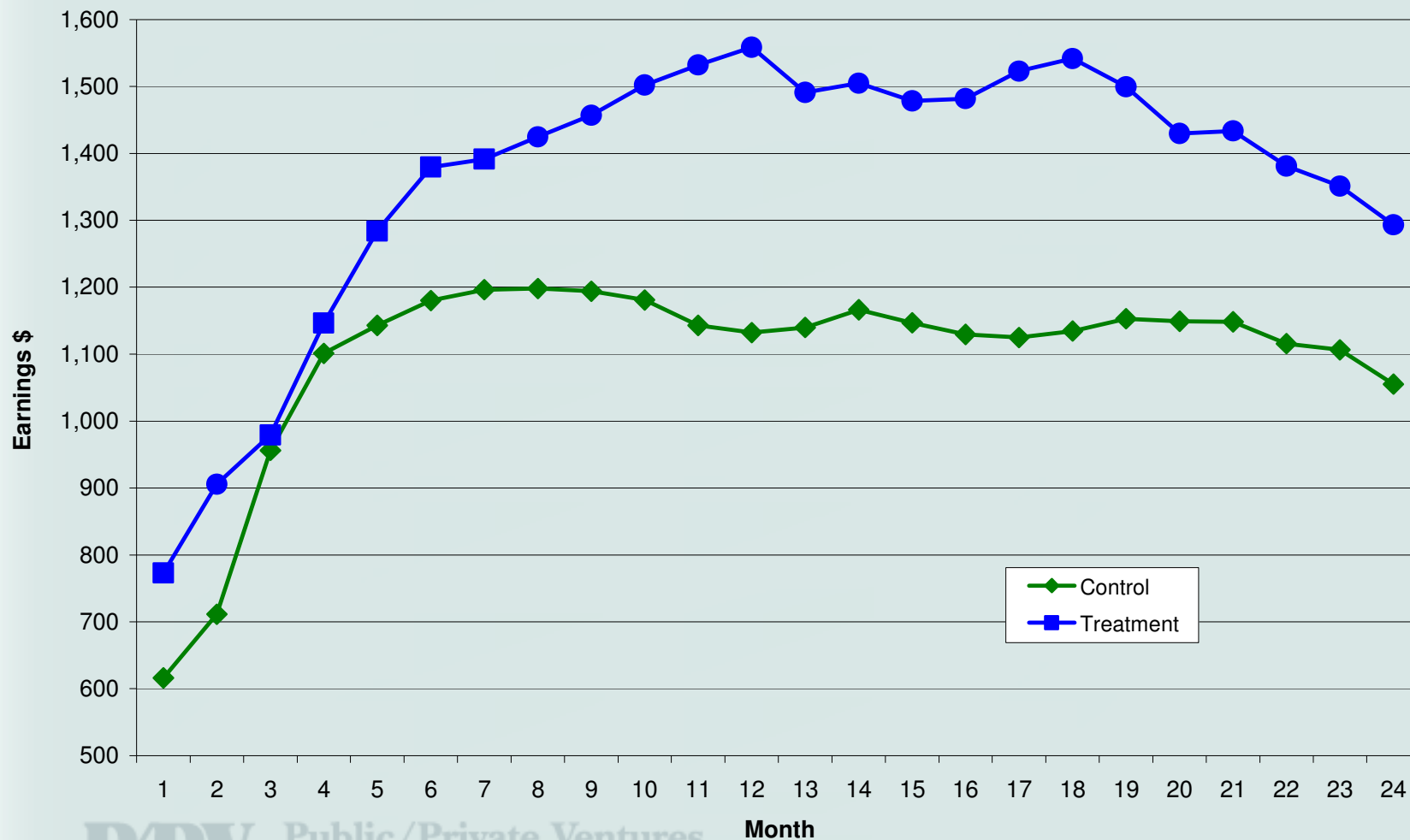
- All three sites saw positive impacts, though they differed
 - ❖ Wide range in the size and timing of impacts from site to site
- Also saw positive impacts for many sub-populations, though many were specific to sites
 - ❖ African Americans, Men, Women, Youth, Latino, Formerly Incarcerated
- Full discussion of site by site and sub-population findings in the final report

WRTP - Interesting preliminary findings

- WRTP participants had significantly higher earnings than controls over 2 years in the second year of follow up alone.
 - ❖ A \$6200 (24%) increase over 2 years
 - ❖ A \$3700 (27%) increase in the second year
 - ❖ WRTP participants were not more likely to work and worked only slightly more in hours in the second year
 - ❖ This would suggest that higher wages played a significant role in earnings gains

WRTP - Interesting preliminary findings

Total Earnings by Month - WRTP



WRTP - Interesting preliminary findings

- Access to union jobs may be contributing to impacts at WRTP
 - ❖ Program participants were more likely to have ever worked a unionized job: 38% - 28%
 - ❖ Working unionized jobs seems to be related to higher earnings and working more
- There were differences among the three targeted sectors
 - ❖ Strong impacts among those in Construction and Healthcare
 - ❖ No impact in Manufacturing
- The role of certifications – Type mattered

Recommendations

1. Invest in job training that is industry-focused or employer-linked.
2. Create flexible guidelines that enable programs to build on local knowledge and experience.
3. Invest in programs that integrate a range of trainings and supports.
4. Streamline funding regulations to support programs that serve people based on common career interests.
5. Measure longer-term outcomes and reward programs that achieve longer-term success for participants.